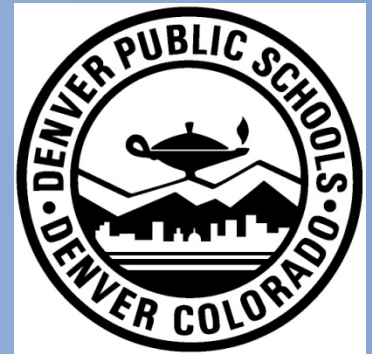


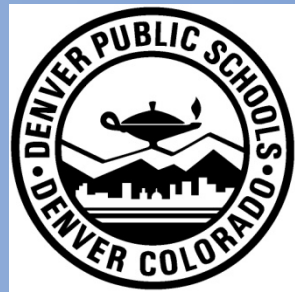
ProComp: Aligning Denver's Teacher and Principal Programs

June 2008



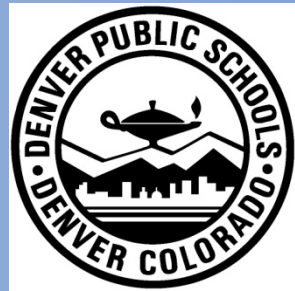
Outline

- Teacher ProComp Overview
- Principal ProComp Overview
- School Performance Framework
- Alignment
 - Elements
 - Eligibility
 - Processes
 - Systems
 - Communications
- Future Goals for ProComp
- Opportunity for Questions



Teacher ProComp

- Structure:
 - Program completely replaces the traditional salary schedule
 - 9 elements—combination of salary-building and non-salary-building elements
 - Elements are valued as a % of the index (BA/Step1 amount)
 - Beginning base salary is set based upon traditional matrix
- Participants:
 - All new hires since January 2006 are automatically in ProComp; existing employees can opt-in
 - Currently half of our teachers are in the program
- Funding source:
 - Annual property tax increase of \$25m + CPI
 - Utilized for ProComp compensation that is above the traditional schedule
- Agreement negotiated between DPS and the Teacher's Union

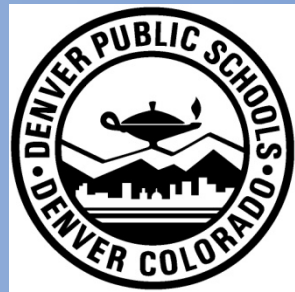


Teacher ProComp Elements

Component	Element	Incentive Type	2007/2008 Amount (% Index)
Knowledge & Skills	Professional Development Unit	Salary building	\$711 (2%)
	Advanced Degrees/Licenses	Salary building	\$3,201 (9%)
	Tuition Reimbursement	One-time payment	\$1,000 lifetime amount
Professional Evaluation	Probationary/Non-probationary Evaluation	Salary building	\$356/\$1,067 (1%/3%)
Market Incentives	Hard-to-Serve Schools	Non-salary building	\$1,067 (3%)
	Hard-to-Staff Assignments	Non-salary building	\$1,067 (3%)
Student Growth	Student Growth Objectives	Meet both: salary Meet one: non-salary building	\$356 (1%)
	CSAP Exceeds Expectations	Salary building	\$1,067 (3%)
	Distinguished Schools	Non-salary building	\$711 (2%)

Principal ProComp

- Structure:
 - Currently all non-salary-building incentives
 - 4 elements paid as one-time bonuses
 - 5th element paid in 2 equal installments
- Participants:
 - All Principals and APs are eligible for the incentives
- Funding source:
 - Currently TIF Grant for majority of the incentive payments
 - General Fund for incentives for those schools not considered *high needs* by the Federal Government
 - Ongoing funding source has been secured for all payments after final year of the grant
- Agreement developed in collaboration with Principals/APs & District leadership

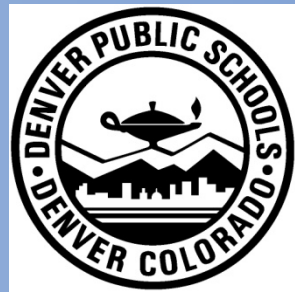


Principal ProComp Elements

Element	Description	Principal \$\$ (approx.)	AP \$\$ (approx.)
Hard-to-Serve Schools	Based on Free & Reduced-Price Lunch Percentages	\$6,000	\$4,500
Overall Student Growth Objective	Demonstrated improvement from previous year to current year on the School Performance Framework (SPF)	\$5,500	\$4,125
Individual Student Growth Objective	Met one negotiated objective based on improvement in a specific CSAP area	\$2,500	\$1,875
Top Performing or Accredited Schools	Identified as belonging to the top 2 tiers of the School Performance Framework	\$7,000— differentiated based on tier	\$5,250— differentiated based on tier
Best Practices Documentation	Schools selected based upon performance on SPF or self-nominated; involved in the creation of a body of evidence, artifacts, etc. to use by other schools	Tier 1: \$10,000 Tier 2: \$7,500	Tier 1: \$7,500 Tier 2: \$4,875

School Performance Framework

- Comprehensive framework focused on:
 - 2 consecutive years of student data
 - Student growth and status
 - Additional measures, such as re-enrollment, graduation and attendance rates
- Widely used throughout the District:
 - Possible state accreditation tool
 - Management tool used to identify best practices and problem areas
 - Principal and Teacher Incentives



Alignment

- Elements:

- Hard-to-Serve Schools

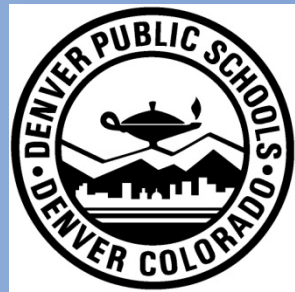
- Free & Reduced-Price Lunch Percentage
 - First adopted by Principal ProComp, then used as the criteria for Teacher ProComp

- Distinguished/Top Performing Schools

- School Performance Framework
 - Negotiating Teacher ProComp Agreement to expand to top 2 tiers of the Framework and differentiate payment between tiers

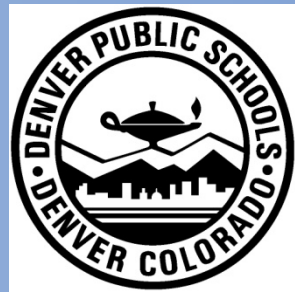
- Eligibility:

- All Principals and APs are eligible for the incentives
 - All teachers can choose to opt-in



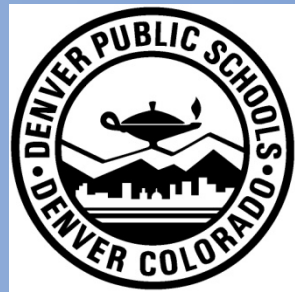
Alignment

- Processes:
 - Annual incentive payments
 - Paid in same month for similar elements, i.e., pay Hard-to-Serve in June for both Teachers and Principals
- Systems:
 - School Performance Framework
 - Salary Calculator—modular payroll interface to support Teacher, Principal, and eventually District-wide, pay for performance
 - SEA—web-based view of payment detail
- Communications:
 - Expanding www.denverprocomp.org
 - Formal communication plan that incorporates information on both plans



Future Goals for ProComp

- Further alignment of the two systems, examples include:
 - Salary increases for Principals
 - Additional School Performance Framework element for Teachers (similar to Overall Student Growth Objective for Principals)
 - Increased non-salary building amounts for Teachers, ex:
 - Hard-to-Serve bonus for Principals \$6,000
 - Hard-to-Serve bonus for Teachers \$1,067
- Refinement of programs based on annual program evaluations



Questions?

